



# KING COUNTY CIVIL RIGHTS COMMISSION

## ANNUAL REPORT TO EXECUTIVE

JANUARY 1 - DECEMBER 31, 2002

### COMMISSIONERS

*Commissioner Christine Landon*

*Commissioner Mario Morales*

*Vacant*

*Commissioner Barbara Hurst, Vice-Chair*

*Vacant*

*Commissioner Susanna Chung (term expired June 2002)*

*Commissioner Kim Nguyen*

*Vacant*

*Commissioner Antonio P. Cube, Sr.*

*Commissioner Hubert Sims, Chair*

*District 1*

*District 2*

*District 3*

*District 4*

*District 5*

*District 6*

*District 7*

*District 8*

*District 9*

*District 10*

<i>Vacant</i>	<i>District 11</i>
<i>Commissioner Rachel Johnston, Esq.</i>	<i>District 12</i>
<i>Vacant</i>	<i>District 13</i>
<i>Commissioner Alice Griffin</i>	<i>At-Large</i>
<i>Commissioner Steve Saunders</i>	<i>At-Large</i>
<i>Commissioner Tracy Brown (term expired June 2002)</i>	<i>At-Large</i>

The King County Civil Rights Commission was established in December, 1995 to take a strong leadership role in raising community awareness and involvement on civil rights issues and to advise the King County Executive and County Council on matters related to the County's civil rights programs. Its primary goal is to ensure equal opportunity for all through the effective enforcement of anti-discrimination ordinances and implementation of the County's civil rights programs. The Commission works in collaboration with a variety of interest groups including community, business, civic, and religious organizations.

There are up to sixteen Commission members each serving three-year terms. County Council members representing each of the King County Council districts nominate thirteen members, while the remaining three serve as at-large members, selected by the County Executive. All Commission members are confirmed by the County Council and serve without pay. It is the goal of the County to recruit people from diverse ethnic and protected group backgrounds. The Commission seeks representation from the African American, Asian American, Latino, Native American, Pacific Islander, Caucasian, Gay and Lesbian, and Disability communities. Commissioners reside within King County.

As the County's citizen advisory commission on civil rights, the KCCRC is responsible for reviewing and reporting on the effectiveness and progress of the County's affirmative action, non-discrimination enforcement, and

minority/women business utilization programs. It is also responsible for educating the public and concerned groups on methods to prevent and eliminate discrimination and advise King County government on human and civil rights issues. The Commission periodically issues formal reports on its findings and makes formal presentations before the King County Council on a semi-annual basis. The ordinance creating the Commission also established four standing committees through which most of the work of the Commission is accomplished. The committees are Executive, Public Policy, Economic Development, and Community Relations.

The Executive Committee “performs administrative oversight activities of the commission, including representing the commission, conducting business outside of regular commission meetings, and performing other relating and necessary activities in the interest of ensuring an effective County human and civil rights commission.” K.C.C. Section 3.10.050 (A).

The Public Policy Committee “shall review and make recommendations on legislation, public rules and/or policies related to any of the County’s equal opportunity, affirmative action, disability access and minority and women’s business utilization programs.” K.C.C. Section 3.10.050 (B).

The Economic Development Committee “reviews and makes recommendations for enhancing opportunities for utilization and participation of minority and women businesses on County contracts and other related business development activities.” K.C.C. Section 3.10.050 (C).

The Community Relations Committee “recommend[s] methods for educating concerned communities and the public at large on the work of the Commission and King County in advancing human and civil rights for all in the region and shall establish liaison with other regional and civil rights commissioners.” K.C.C. Section 3.10.050 (D).

In December 2001, Hu Sims was elected Chair, Barbara Hurst was re-

elected Vice Chair and Christine Landon was elected as an at-large member of the Executive Committee, all to take effect on January 1, 2002. During this year, the Commission, under Hu Sims' leadership, accomplished a significant number of achievements. They include:

Performing Other Relating and Necessary Activities In The Interest Of Ensuring an Effective County Human and Civil Rights Commission:

Ø During 2002, the Commission continued its series of "Conversation" presentations whereby the Commission would be able to engage in dialogues on issues of concern to King County's ethnic, racial, gender and disability communities, in order to develop a more cohesive, culturally sensitive and educated Commission. Presenters included Karen Yoshitomi from the Japanese American Citizen's League, Susanna Chung from the Organization of Chinese Americans, Camille Monzon & Michelle Jackson from the Seattle Indian Center, and Rachel McClinton from Living Voices.

Ø In June 2002, the Commission listened to a presentation, and engaged in a discussion about complaints against police officers, internal investigations and officer discipline: guest speakers included KCSO Captain Annette Louie of the Internal Investigations Section, Judge Terrence Carroll and Duncan Fowler, the County Ombudsman. Captain Louie explained how the KCSO handles civilian complaints, which can be made by phone, e-mail, regular mail, fax, KCSO website form or in person, and tries to resolve them at the lowest level. Judge Carroll gave an overview of civilian oversight boards and noted that police officers are covered by bargaining agreements. He noted that the selection, hiring, supervision and disciplinary processes are all important factors in evaluating the system. Judge Carroll stressed the importance of policy review and noted that the Seattle Office for Professional Accountability has an advisory board that will review policies. He noted people are asking for police accountability because of the amount of authority that police wield in the community. Duncan

Fowler noted that the KC Ombudsman's Office also offers police oversight and encourages complainants to first take their complaint to the originating agency and see if it can be resolved there. Duncan distributed materials about a number of other jurisdictions and their civilian review boards. He noted that it is important that officers be trained so that their decisions are based on fact and training, not on their biases.

Ø In October, Julie Ann Kempf, Superintendent, King County Elections gave a presentation to the Commission about Section 203 of the federal Voting Rights Act of 1965, which was passed to protect the rights of non-English speaking voters. Under the 2000 Census, four counties in WA State were required to offer voting materials in a second language; three counties must offer materials in Spanish and King County must offer materials in Cantonese. The materials include the voter's pamphlets, absentee voter ballots, etc.

Ø State Rep. Sharon Tomiko Santos, State Rep. Velma Veloria, State Rep. Al O'Brien and Hyeok Kim, Policy Analyst, House Democratic Caucus attended the November 2003 Commission meeting to provide an update on what was happening in Olympia. Rep Santos noted that she was the convener of the Democratic Caucus Unity Working Group that brings forward issues of concern to People of Color, immigrants and members of the Gay, Bi, Lesbian and Transgender communities.

### Review And Make Recommendations On Legislation, Public Rules And/Or Policies Related To Any Of The County's Equal Opportunity, Affirmative Action, Disability Access And Minority And Women's Business Utilization Programs:

Ø On June 28, 2002, the Commission, in conjunction with the §504/ADA Advisory Committee offered comments on Proposed 2002-2004 EEO/Affirmative Action Plan. The Commission supported the

previous ordinance that extended the 1999-2000 AAP into 2002. They came to this decision after much deliberation and felt it was the best course of action given the existing circumstances. The two major circumstances were:

- The County had problems obtaining accurate employee data due to computer systems that are incompatible. This, along with staffing problems, had made it difficult to put together the necessary workforce analysis.
- The new census figures were out, but not in easily useable form yet. These were, and still are necessary for calculating new workforce availabilities. The Commission's support for the proposed 2001-2002 AAP came with the caveat that the workforce availabilities would not be extended again in the 2002-2004 plan.

Representatives of both the Civil Rights Commission and the §504/ADA Advisory Committee met with Maria Batayola on June 24<sup>th</sup> to discuss the 2002-2004 plan. As a result they determined:

- 1) The new AAP must apply to temporary and part time staff.
- 2) The new AAP must track employee movement: This is also specifically stated in the federal register.
- 3) The new AAP must begin to track available training opportunities within the County.
- 4) The new AAP should calculate workforce goals in terms of gender/minority status as 2 separate categories, not one combined category.

The Commission was aware of the updated definition of harassment in the EEO policy. Overall, the Commission and Committee were pleased with the progress shown in the 2002-2004 AA/EEO Plan. This new plan is more concise, clear and focused on strategic planning and attainment of AA/EEO goals, which should benefit all County employees.

#### Ø Omnibus Civil Rights Ordinance:

In September 2002, the Commission reviewed a draft Civil Rights

Omnibus Anti-Discrimination Ordinance intended for discussion purposes. This draft ordinance proposed a number of changes to the County's anti-discrimination ordinances prohibiting discrimination in housing, employment, public accommodations and contracting. The changes being discussed would update the ordinances and clarify and expand some protections. The Commission gave feedback on the draft proposal to the Office of Civil Rights.

### Review and Recommendations for Enhancing Opportunities for Utilization and Participation of Minority and Women Businesses on County Contracts and Other Related Business Development Activities

Ø During December 2002, the Business Development and Contract Compliance Division presented their new Contracting Opportunities Program to the Commission's Public Policy Committee. The goal of this program was to create opportunities under which King County and its contractors are encouraged to make use of Small Economically Disadvantaged Businesses (SEDBs) on County contracts and to help these firms become more competitive as prime contractors and subcontractors, consultants and suppliers. The program will apply to County construction, consulting and goods and services contracts.

### Educating Concerned Communities and the Public at Large on the Work of the Commission and King County

Ø Dr. Martin Luther King Jr. Annual Celebration & Essay Contest: The students selected were: Christopher F. Russell, from Dimmitt Middle School in the Renton School District and Megan Parker of Redmond Middle School in the Redmond School District, first prize winners of \$100 each; and Alice Hu and Tracy Ma of Redmond Middle School, second prize winners of \$75 each. The Commission Administrator again represented the Commission on the Dr. Martin Luther King, Jr. Celebration Planning Committee.

Ø Sponsorship of Noted Anti-Racist Speaker Tim Wise: The Commission co-sponsored noted anti-racist activist and lecturer Tim Wise to speak at North Bellevue Senior Community Center in January 2002. The King County Civil Rights Commission and the City of Bellevue Parks & Community Services Cultural Diversity Program co-sponsored the event. Close to 200 community members attended the event.

Ø Seattle League of Women Voters Panel Discussion on the Seattle Police Dept.: Commissioners Christine Landon and Kim Nguyen attended a community meeting and panel discussion on the Seattle Police Department that was sponsored by the Seattle League of Women Voters. Concerns were raised about the Seattle Police Accountability Board's lack of independence from the Seattle Police Department.

Ø Participation in the Roundtable Forum on "Fostering Tolerance Post- 9/11: What We can Learn from Each Other": The Commission Chair and Administrator attended a roundtable forum designed to focus on efforts to promote civil rights and to strengthen the programs that provide greater understanding of multiculturalism on both side of the border. The event was moderated by Consul General Roger Simmons, P.C., and included civil and human rights organization representatives, allowing them to share their expertise, as well as their concerns, over civil and human rights in the wake of the terrorist attacks in September 2001.

Ø Supported A Public Hearing on the Aftermath of Sept. 11: In September, the Commission was one of the supporting organizations for this community event where community members, affected by post-Sept. 11 hate crimes and policies, testified before a panel of high-ranking elected officials.



Ø Co-Sponsored a Workshop on Discrimination in Healthcare with the Seattle-King County Department of Public Health: In September 2002, the Commission offered a community forum with a presentation on racial and ethnic discrimination in healthcare settings; a panel discussion on how to handle discrimination/ access to healthcare and a panel discussion on navigating the system/know your rights/ talking with your healthcare practitioner in the Skyway community.

Ø Invitation to Co-Sponsor Educational Event with JACL: The Seattle Chapter of the Japanese American Citizen's League invited the King County Civil Rights Committee to join them in co-sponsoring and planning an upcoming educational event (2003) on targeting of certain ethnic groups due to conflicts abroad. The goal is to compare the internment of Japanese-Americans with the detention of Arab-Americans.

Ø "Race, Space and Place: Living in America": In November 2002, the Commission Administrator attended this conference at Seattle University on the impact of race in workplace, community and institutions.

Ø Washington State Summit on Law Enforcement and Cultural Awareness: The Commission Administrator attended this two day summit, co-sponsored by the Apostolic Clergy Advisory Council of Seattle and the National Crime Prevention Council, in cooperation with the Washington State Sheriff's Office. The summit, which had about 150-200 attendees, brought together diverse communities and law enforcement officials to discuss the many difficult topics, such as race relations and racial profiling, that separate these communities.

Ø "Race, Class and the War on Drugs" Conference: In December, 2002, Commissioner Christine Landon and Commission Administrator, Paula Harris-White attended this conference on the

impact of criminal law drug policies on communities of color. The purpose of the all-day forum was to bring together public officials, scholars, medical and legal experts to discuss racial and class disparities arising from the “war on drugs”.

Ø Relationship with King County Sheriff’s Office (KCSO): In 2002, the Commission continued to have a positive working relationship with the King County Sheriff’s Office, due to the efforts of Chief Fabienne Brooks, who acts as a liaison between the KCSO and the Commission. The Commission Administrator is currently working with Chief Brooks to develop a Study Circles pilot program.

Ø Seattle Race Conference: The Commission was invited to be a co-sponsor of this event, designed to begin to create a shared understanding and language about the nature of racism, its modern day forms and the tools that can be used to end it, and to activate a “movement” for racial justice in Seattle that includes sustainable action components. Two Commissioners, Hu Sims and Kim Nguyen, as well as the Commission Administrator, Paula Harris-White, served on the planning committee. The actual conference took place in January 2003.

Ø Seattle Symphony Community Engagement Council: The Commission Administrator was invited to sit on the Council, which was created to reach out to diverse communities in King County and enrich the relationship between those communities and the Seattle Symphony.

Ø Commissioners and the Commission Administrator met and/or networked with the following community organizations during 2002:

1. Urban Enterprise Center - Greater Seattle Chamber of Commerce

2. Organization of Chinese Americans of Greater Seattle
3. Japanese American Citizen's League
4. The American Civil Liberties Union
5. Committee to Undue Racism Everywhere (CURE)
6. Urban League of Metropolitan Seattle
7. NAACP – Seattle Branch
8. Canadian Consulate General of Seattle
9. Washington State Human Rights Commission
10. Seattle Human Rights Commission
11. Hate Free Zone Campaign of Washington
12. Seattle Office of Civil Rights
13. Federal Department of Canadian Heritage
14. Apostolic Clergy Advisory Council
15. Seattle League of Women Voters
16. Seattle Commission for Sexual Minorities
17. Safe Schools Coalition
18. Shoreline Community College Federation of Teachers
19. Washington Federation of Teachers
20. Asian Resource Center
21. Yvonne K. Ward, Esq. and Prof. Andrew Cho
22. Seattle Indian Center
23. United Indians of All Tribes Foundation
24. Muckleshoot Indian Tribe
25. King County Bar Association
26. Ingersoll Gender Center
27. Seattle Race Conference Planning Committee
28. Seattle Symphony Community Engagement Council

Establish Liaison with Other Regional and Civil Rights Commissioners:

Ø Participation in Annual Human Rights Day Observance: The Commission continued as a co-sponsor for the Seventh Annual Seattle Human Rights Day Celebration. This year's keynote speaker, Ida Castro, former Chair of the U.S. EEOC, was ill and unable to

attend the event. In her place, Living Voices presented "La Causa" a portrait of the life and work of Cesar Chavez, using a live performance by Christi Cruz and archival film footage. Emma Moreno, Executive Director of Entre Hermanos, and Hate Free Zone Campaign of Washington were given the Distinguished Citizens Awards for Human Rights 2002. The event, cosponsored by the King County Civil Rights Commission, was free and featured other entertainment and light refreshments. It was wheelchair accessible and was sign language interpreted.

### Administrative:

- This year resulted in the appointment of three Commissioners: Steve Saunders, Kim Nguyen, and Antonio P. Cube, Sr. Two Commissioners concluded their terms, Tracy Brown, and Susanna Chung; one Commissioner, Ryan Chin, resigned. There is also one new Commissioner, Kris Meilahn, whose appointment was pending confirmation by Council.
- The Commission Administrator assumed staffing duties and responsibilities for the Section 504/ADA Committee in June 2002.
- New Commissioners were invited to attend a half-day orientation program on Civil Rights programs in the County, in October 2002. Participating agencies included the Board of Ethics, the Ombudsman's Office, Diversity Management Services, the Office of Civil Rights, and the Office of Business Development and Contract Compliance.
- The Commission decided to merge the Public Policy Committee and the Economic Development Committee, due to the number of Commissioners on the Commission and the overlapping responsibilities of the committees.
- Midyear, the Administrator for the Commission, took on the additional responsibility of staffing the Section 504/ADA Advisory Committee.
- At the end of the year, the Administrator for the Commission moved her office to the Yesler Building. All Commission meetings were relocated to this site. Commission meetings are now held in the King

## County Office of Civil Rights Conference Room.